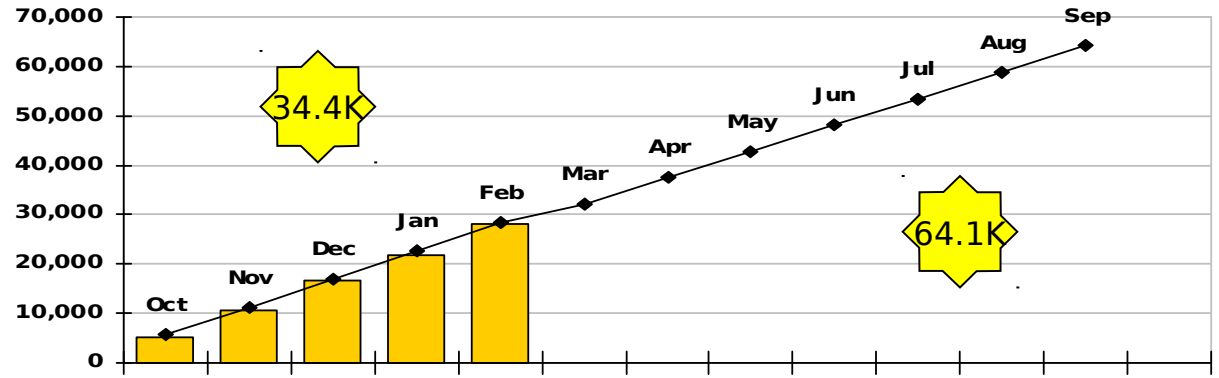
FY05 Retention Program Update



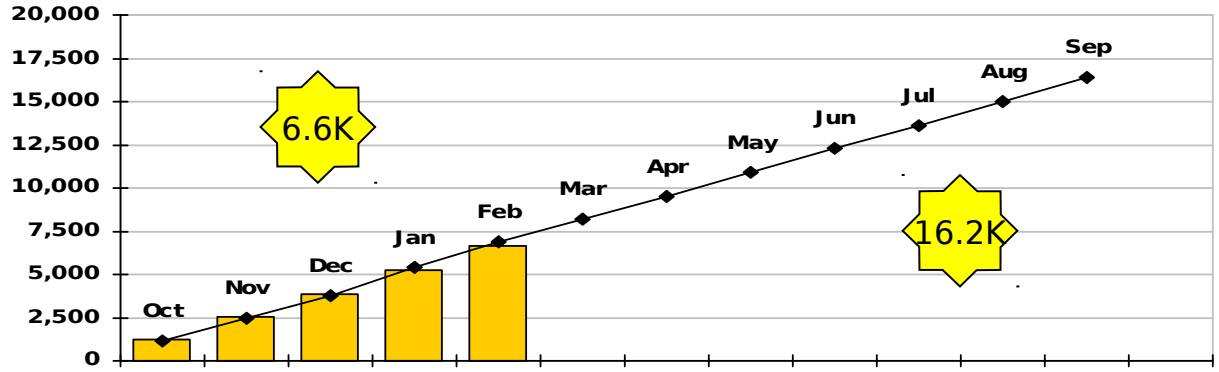
Active Army – Analysis Thru 30 Mar 2005

✓ The Active Army has reenlisted 34,382 Soldiers toward a YTD mission of 33,702 and an overall FY05 mission of 64,162.

✓The current production represents:

101.7% of Glide

53.4% of FY05 mission



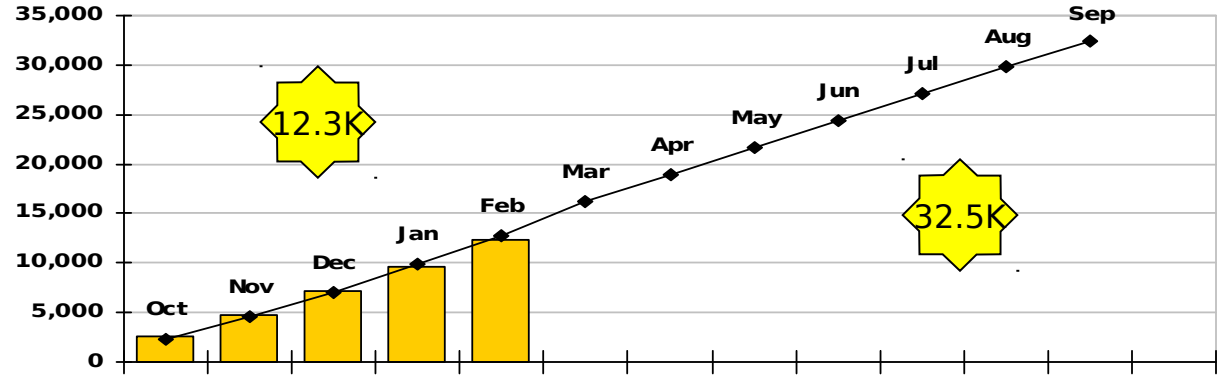
Army Reserve - Analysis (Thru Feb)

✓ The Army Reserve has reenlisted 6,647 Soldiers toward a YTD mission of 6,862 and an overall FY05 mission of 16,248.

✓ The current production represents:

96.9% of Glide

40.9% of FY05 Mission



Army National Guard - Analysis (Thru Feb)

✓The Army National Guard has reenlisted 12,396 Soldiers toward a YTD mission of 12,801 and an overall FY05 mission of 32,570.

✓ The current production represents:

96.8% of Glide

38.0% of FY05 Mission

FY05 Major Combat Reporting Unit (MCRU) Update

DIVISION RETENTION DATA

Data as of the week ending: 25 March 2005

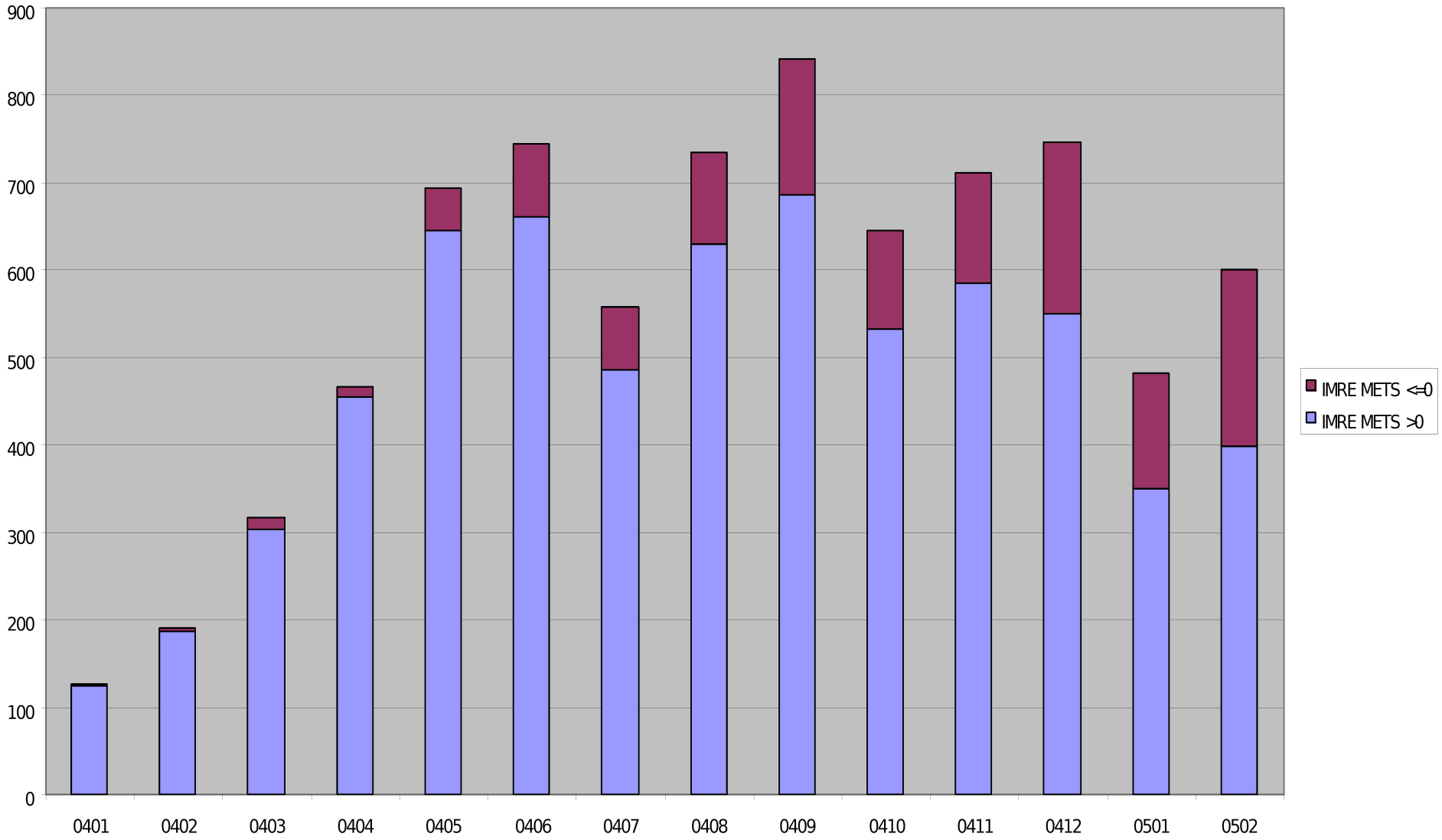
		Initial Term			Mid-Career			Career			FY05 AGGREGATE			
Location	Division	Mission	Renl	Percent	Mission	Renl	Percent	Mission	Renl	Percent	Mission	Renl	Percent	Remarks
Campbell	101ABN	857	896	104.6%	447	507	113.5%	223	324	145.0%	1527	1727	113.1%	
Drum	10MTN	507	519	102.4%	296	353	119.3%	140	207	147.6%	943	1079	114.4%	
Germany	1AD(-)	535	562	105.1%	392	412	105.2%	201	238	118.3%	1128	1212	107.5%	
Hood	1CAV	1053	1340	127.2%	567	814	143.6%	275	614	223.6%	1894	2768	146.1%	
Germany	1ID	898	975	108.5%	663	741	111.7%	224	447	199.2%	1786	2163	121.1%	
Hawaii	25ID(-)	804	878	109.3%	860	805	93.6%	276	357	129.5%	1939	2040	105.2%	
Korea	2ID(-)	296	318	107.5%	262	262	100.0%	165	172	104.0%	723	752	104.0%	
Stewart	3MX	77	152	196.5%	73	173	238.5%	62	202	326.4%	212	527	248.8%	
Hood	4MX(-)	532	614	115.4%	323	387	119.8%	198	231	116.5%	1053	1232	117.0%	
Bragg	82ABN	720	828	114.9%	300	372	124.1%	136	204	149.6%	1157	1404	121.4%	

SEPARATE BRIGADE RETENTION DATA

Data as of the week ending: 25 March 2005

		Initial Term			Mid-Career			Career			FY05 AGGREGATE			
Location	SepBde	Mission	Renl	Percent	Mission	Renl	Percent	Mission	Renl	Percent	Mission	Renl	Percent	Remarks
Riley	1/1 ID	163	135	82.6%	133	119	89.2%	38	78	206.8%	335	332	99.2%	
Lewis	1/25I	201	86	42.8%	219	177	81.0%	48	127	262.7%	468	390	83.3%	
Alaska	172D	26	33	126.4%	13	33	262.5%	4	13	336.1%	43	79	185.7%	
Italy	173D	8	17	219.7%	14	19	140.3%	5	7	144.8%	26	43	164.7%	
Carson	2/2ID	129	84	65.3%	122	97	79.6%	36	77	215.2%	286	258	90.1%	
Lewis	2CR	128	115	90.1%	51	65	126.8%	24	52	215.1%	203	232	114.2%	
Riley	3/1AD	64	33	51.7%	23	45	193.9%	15	31	213.7%	102	109	107.3%	
Lewis	3/2ID	113	124	109.6%	98	88	90.1%	37	48	130.6%	248	260	105.0%	
Carson	3ACR	117	157	134.2%	73	131	180.6%	26	51	195.3%	216	339	157.2%	
Carson	3/4MX	118	165	139.9%	86	126	146.4%	20	66	325.0%	224	357	159.1%	
Irwin	11ACR	33	24	73.0%	70	37	53.1%	14	28	206.8%	116	89	76.7%	
Benning	75RGR	160	88	55.2%	86	51	59.3%	15	24	155.1%	261	163	62.4%	
Lewis	1SF	19	24	124.1%	43	39	91.7%	46	51	109.9%	108	114	105.3%	
Bragg	3SF	17	11	63.2%	44	24	55.2%	27	18	66.5%	88	53	60.2%	
Campbell	5SF	22	12	54.0%	37	22	59.9%	58	42	72.4%	117	76	65.0%	
Bragg	7SF	25	27	107.4%	44	36	82.7%	51	46	89.8%	120	109	90.9%	
Carson	10SF	22	26	116.9%	38	27	71.6%	56	61	108.8%	116	114	98.2%	

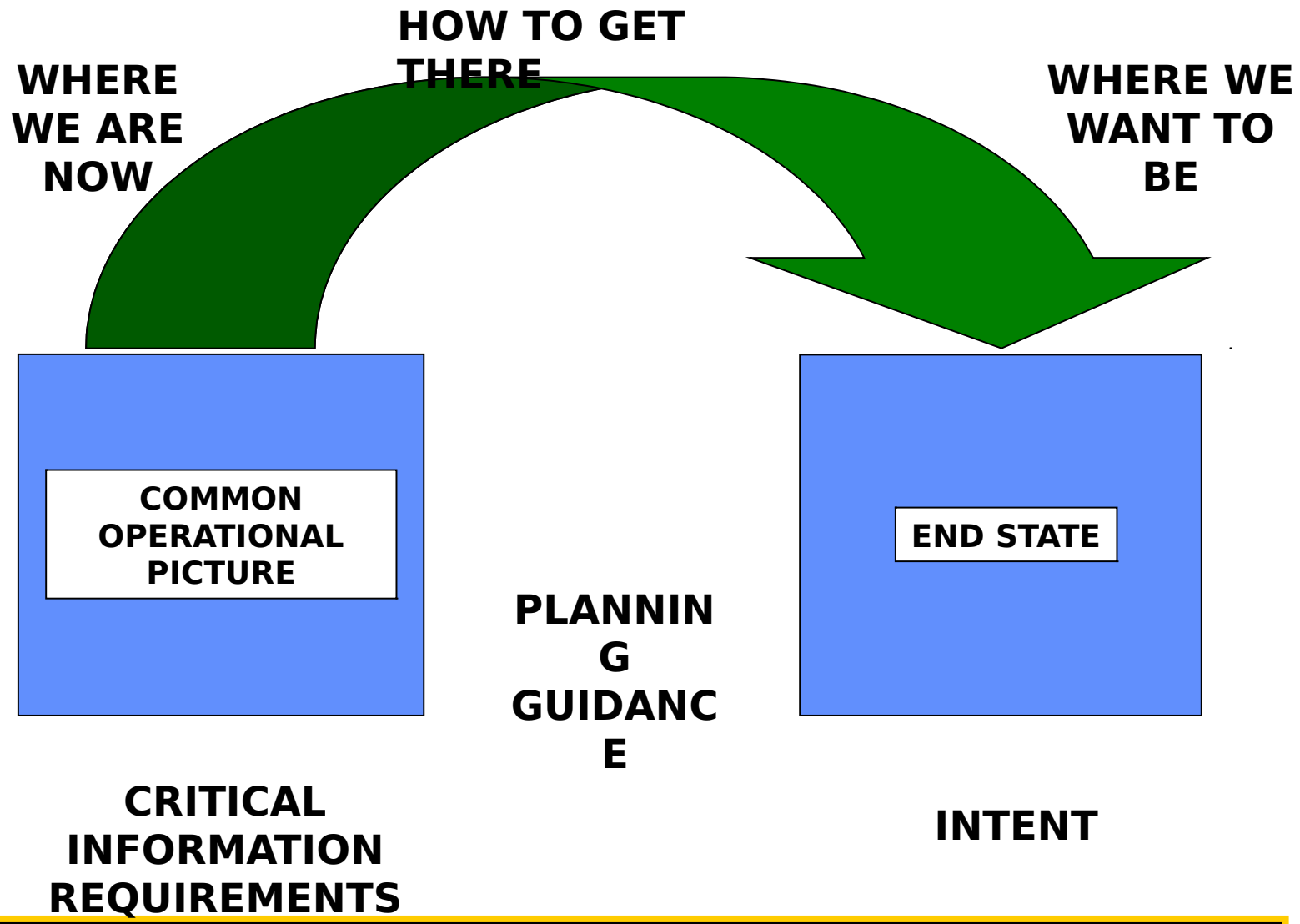
Data represents the total accomplishments against a prorated mission. This slide is provided to the leadership.


900
800
700
600
500
400
300
200
100
0
0401
0402
0403
0404
0405
0406
0407
0408
0409
0410
0411
0412
0501
0502
IMRE METS <=0
IMRE METS >0

Fundamentals of Planning

- Focus planning
- Planning is continuous
- Planning is time sensitive
- Keep plans simple
- Build flexible plans
- Design bold plans

Our Vision


HOW TO GET THERE
WHERE WE ARE NOW
WHERE WE WANT TO BE
COMMON OPERATIONAL PICTURE
END STATE
PLANNING GUIDANCE
CRITICAL INFORMATION REQUIREMENTS
INTENT

Retention Vision 2020

- ***R*** **estructure and Reorganize retention force to meet organizational requirements of an expeditionary Army**
- ***E*** **ducate Army leaders on retention challenges and offer innovative solutions**
- ***T*** **ransform the retention missioning process**
- ***A*** **nalyze retention trends for policy changes**
- ***I*** **nitiate change with focus on the Army and Soldiers**
- ***N*** **egotiate our own field's future**

Retention Vision 2020

- **Restructure and Reorganize retention force to meet organizational requirements of an expeditionary Army**
  - **Determine best courses of action for TDA vs TOE**
  - **Mil to Civ Moves**

Retention Vision 2020

- **Educate Army leaders on retention challenges and offer innovative solutions**
  - **Revamp attendance roster of SGM Steering Groups to include offices affecting our business practices**
  - **Improve communication from G1 Retention down and up**

Retention Vision 2020

- **Transform the retention missioning process**
  - **Must parallel the Army's missioning process**
  - **Must afford best possible way to succeed**
  - **Annual mission versus quarterly**
  - **BCT/UA mission accomplishment reporting**

Retention Vision 2020

- **Analyze retention trends for policy changes**
  - **Retention Lessons Learned Library RL3**
  - **Standard Retention Surveys**

Retention Vision 2020

- **Initiate change with a focus on the Army and Soldiers**
  - **Put Army First**

Retention Vision 2020

- **Negotiate our own field's future**
  - **Creative thinking**
  - **Innovative ideas**
  - **Redefine business practices in light of UA/BCTs**
  - **Measurable duty description on NCOER**

Analytical Decision Making

- Approaches a problem systematically
- Breaks down tasks into recognizable elements
- Designed for complex or unfamiliar situations
- Time consuming

Intuitive Decision Making

- Based on intuitive knowledge or experience of the decision maker
- Faster than analytical decision making
- Relies on the experienced leader's ability to recognize the key elements of a problem, reject the impractical, and select an adequate COA

The Decision Making Continuum

Analytic Decision Making — Intuitive Decision Making

ADVANTAGES

- Detailed analysis of situation and multiple COAs
- Increased coordination and Synchronization

DISADVANTAGES

- Time consuming

ADVANTAGES

- Speed of execution
- Faster decision making and reaction time

DISADVANTAGES

- Reduced coordination and synchronization
- May overlook critical factors that lead to a better option

Avoid Groupthink

- The leader should encourage members to express objections or doubts.
- The presenter of a problem should refrain from expressing preferences about potential solutions.
- The leader should assign two independent subgroups to work on the problem.
- The leader should ask people outside the group for input.
- The leader should assign at least one member of the group the role of devil's advocate.
- After reaching a preliminary consensus, the group should reconsider previously considered COAs.

Steps of Problem Solving

- Problem Definition
- Information gathering
- COA development
- COA analysis
- COA comparison
- Decision
- Execution and assessment

The Military Decision Making Process

- The military decision making process is a planning tool that establishes techniques for analyzing a mission, developing, analyzing, and comparing courses of action against criteria of success and each other, selecting the optimum course of action, and producing a plan or order.

A good plan violently executed NOW is better than a perfect plan next week.

General George S. Patton Jr.

Panel Discussion

- Changing Business Practices (i.e. streamlining retention process)
- Realignment/reorganization of 79S positions to better support UAs and Army
- Expansion of the reenlistment window and annual mission
- ARNG/USAR Transition Program